

Edexcel GCSE Business

2.5.4 Motivation

Multiple Choice Question Test Bank

MCQ Test 7

This MCQ test contains 13 questions covering the specification content for 2.5.4: Motivation

Instructions:

- **There are 13 questions in this test.**
- **Your teacher will determine how long you have to complete this test and under what conditions.**
- Only **one** answer per question is allowed for **questions 1-11 inclusive.**
- **Two** answers should be selected for questions **12 and 13.**
- For each answer, completely fill in the circle alongside the appropriate answer(s).
- If you want to change your answer, you must cross out your original answer.
- If you wish to return to an answer previously crossed out, ring the answer you now wish to select.

0 1 Which of the following is a benefit to a business of employing a motivated workforce?

- A Labour turnover increases
- B Employee retention decreases
- C Reduced numbers of job vacancies
- D Labour productivity decreases

[1 mark]

0 2 Business Y has provided the following information about four of its employees:-

	Output	Hours worked
Employee A	800	8
Employee B	684	6
Employee C	528	4
Employee D	432	3

Which of the following employees is the most productive?

- A Employee A
- B Employee B
- C Employee C
- D Employee D

[1 mark]

0 3 Which of the following terms best describes the additional perks given to employees in addition to their wage or salary?

- A Commission
- B Fringe benefits
- C Promotion
- D Remuneration

[1 mark]

0 4 Which of the following is a potential benefit to a business of retaining its employees?

- A A large number of new employees need to be employed by the firm
- B The business saves on recruitment costs
- C The business will undertake large amounts of induction training
- D New skills and experience will be brought into the workplace

[1 mark]

0 5 Which of the following is the term used to describe the act of giving employees more challenging and interesting jobs as part of their role?

- A Job enrichment
- B Autonomy
- C Job rotation
- D Fringe benefits

[1 mark]

0 6 Which of the following terms describes an additional one off payment received by an employee over and above their regular wage or salary?

- A Commission
- B Bonus
- C Fringe benefits
- D Remuneration

[1 mark]

- 0 7** The following table includes information regarding the rate of pay and hours worked by a supermarket employee:

Hours worked	Pay rate
18.00 - 24.00	£8.50
00.00 - 06.00	£10.00

The employee took an unpaid, one hour, break between 01.00 and 02.00. How much did the employee earn in total for completing this shift?

- A £101.00
- B £102.50
- C £111.00
- D £120.00

[1 mark]

- 0 8** Which of the following terms best describes the financial method of motivation whereby employees receive a percentage of the amount they sell?

- A Bonus
- B Commission
- C Salary
- D Fringe benefits

[1 mark]

- 0 9** Which of the following job roles is most likely to receive a company car as a fringe benefit?

- A Director
- B Team Leader
- C Operational staff
- D Supervisor

[1 mark]

1 0 Which of the following terms best describes the motivational method whereby an employee is given independence and power to make decisions in the workplace?

- A Job rotation
- B Delegation
- C Promotion
- D Autonomy

[1 mark]

1 1 Which of the following is an example of a non-financial method of motivation?

- A Autonomy
- B Commission
- C Bonus
- D Perks

[1 mark]

1 2 Which **two** of the following are financial methods of motivation that a business could use to motivate its staff?

- A Job rotation
- B Autonomy
- C Job enrichment
- D Promotion
- E Fringe benefits

[2 marks]

1 3 Which **two** of the following are potential benefits to a business of increased productivity?

- A Increase in efficiency
- B Total output will always increase
- C Demand will increase
- D Unit costs will fall
- E The number of employees will increase

[2 marks]

ANSWERS TO THIS MCQ TEST

Q	CORRECT
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Edexcel GCSE Business 2.5.4

1	C
2	D
3	B
4	B
5	A
6	B
7	A
8	B
9	A
10	D
11	A
12	D,E
13	A,D